

EQUAL EMPLOYMENT OPPORTUNITY PROGRAM AUTHORITY

1402

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California Fair Employment and Housing Act ([Gov. Code, §§12900-12996](#))

State Civil Service Equal Employment Opportunity Program ([Gov. Code, §§ 19790–19799](#))

Title VII, U.S. Civil Rights Act of 1964 as amended in 1972 and 1991 ([42 U.S.C. §2000e et seq.](#))

Government Code Section 19790 requires every State agency to establish an effective Equal Employment Opportunity (EEO) Program. Furthermore, Government Code Section 19794 establishes the major responsibility of the appointing authority is to monitor the effectiveness of the agency's EEO Program.

Federal and State laws, regulations, and policies prohibit discrimination based on age, ancestry, color, religious creed, physical or mental disability, medical condition, marital status, genetic information, national origin, race, sex (including pregnancy and breastfeeding), gender, gender identity, gender expression, sexual orientation, and military or veterans status, in recruiting, selecting, employing, training, and separating persons from employment, as well as define the parameters of EEO Programs. For a listing of the most significant laws, regulations, and/or policies mandating non-discrimination and equal employment activities, see the 1400 Handbook Exhibit Summary of Major Equal Employment Opportunity Laws. (This listing is not intended to be a full reference to employment law.)

To obtain full text of laws, regulations, and case rulings, visit the California Department of Fair Employment and Housing website at www.dfeh.ca.gov, and the U.S. Equal Employment Opportunity Commission (EEOC) website at www.eeoc.gov.

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